

We are proud to embark on a journey of reconciliation, determined to build stronger engagement and expanded opportunities with the Indigenous Peoples and Nations in the regions where we operate.

Our goal is to foster meaningful and beneficial relationships built on mutual understanding, integrity, respect, and transparency.

## Guiding Principles

Incorporating Indigenous Peoples and communities in our projects by providing opportunities in employment, training, and business development so that we can grow and prosper together

Continuously evaluating, adapting, and evolving our commitments, policies, strategies, and programs to ensure progressive Indigenous Relations are integrated into the ways we operate.

Providing Parkland employees with training and resources to develop awareness, understanding, and sensitivity for Indigenous Peoples, their culture, history, and rights

Being transparent and direct in our engagement with Indigenous partners and communities, and remaining sensitive to the different cultural beliefs, values, and traditions of each Nation

Supporting Indigenous Nations through investment, engagement, and capacity development

Being responsive to feedback from Indigenous communities impacted by our business operations and projects

Taking a long-term approach to relationship-building to ensure our engagements are meaningful and long-lasting

Consider the potential long- and short-term opportunities and impacts our operations and projects can have on local Indigenous communities

# Parkland's Indigenous Relations Strategy

## Leadership

- Commit to annual cultural competency training for Parkland's Board and Senior Leadership Team
- Create mentorship and internship opportunities
- Assess business practices to ensure alignment with PAR Pillars
- Respect Indigenous Rights. Ensure meaningful and transparent consultation. Advance Economic Reconciliation through access to employment, procurement, social investment, and the development of cultural competencies
- Assign leadership responsibilities for Indigenous employment and procurement (Requirement under PAR)
- Recognize September 30th, Canada's National Day of Truth and Reconciliation, as a Canadian Enterprise-Wide Day of Observance

## Education & Employment

- Develop an Indigenous Employee Network as a core part of Parkland's Diversity and Inclusion plan and strategy. (Requirement under PAR)
- Pursue equal access to Parkland career and employment opportunities by leveraging Indigenous business networks
- Establish an Indigenous Employment Action Plan including employment targets for Indigenous peoples, an Indigenous employee retention plan and Indigenous workforce composition. (Requirement under PAR)
- Establish and/or expand scholarships for youth and mature learners
- Develop and implement training modules through the Ultipro System as required learning for all employees and contractors.

## Business Development

- Establish an Indigenous Business Development Action plan, including benchmarking business development targets for goods purchased from Indigenous suppliers and contracting with Indigenous companies/service providers. (Requirement under PAR)
- Create and maintain a roster of Indigenous-led businesses and projects that can support future business collaborations and common-interest partnerships. (Requirement under PAR)
- Provide access to capacity funding to Nations impacted by our operations
- Establish escalating targets for Indigenous procurement
- Progress opportunities to formalize business and engagement through the creation of Agreements with Nations impacted by our operations
- Build pathways to partnerships with Indigenous organizations by reducing the financial barriers to participation

## Community Relations

- Develop, enhance and maintain relationships with Indigenous Nations impacted by our operations
- Expand support of Indigenous led initiatives through donations, sponsorship, and investment
- Align Social Investment priorities to reflect our commitment to economic reconciliation and shared prosperity with Indigenous Peoples
- Engage in meaningful consultation and relationship development with the Nations on whose territories we operate

\*Parkland is committed to Progressive Aboriginal Relations (PAR) certification through the Canadian Council for Aboriginal Business.

\*Parkland adopted an updated Indigenous Relations Strategy in 2024, honouring our commitment made in 2021 to review the strategy every two years.